

people & planet



**FOSSIL FREE
CAREERS**

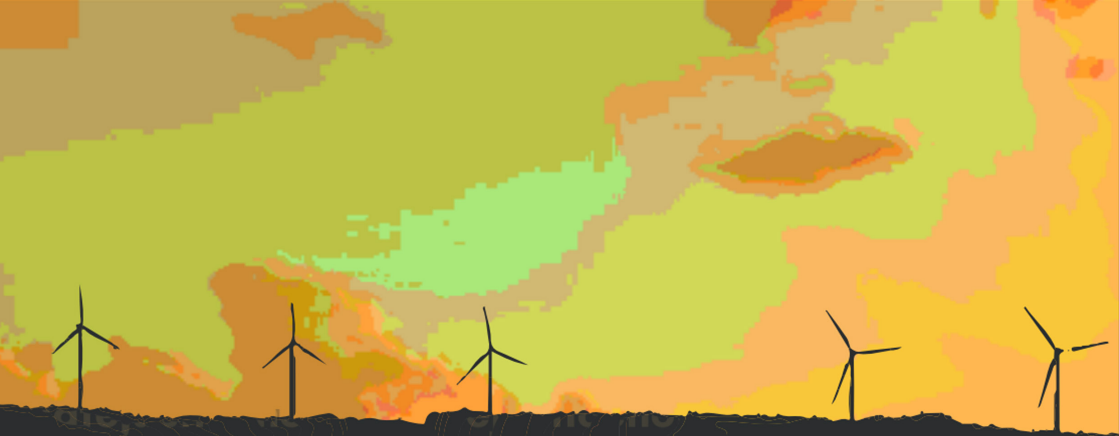
ACTION GUIDE



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Intro- duction

What Is This Guide For?

This is an action guide: it gives you all the knowledge and skills required to run an effective Fossil Free Careers campaign at your university. By joining this campaign, you can be a part of the international movement for environmental justice, fighting to ensure that we transition away from fossil fuels quickly, justly, and sustainably.

Across the UK, university careers services are actively promoting careers in the oil, gas, and mining industries. They invite these companies to attend careers fairs, advertise their job vacancies on careers websites, and promote them in emails to the student body. But students and staff are fighting back, in solidarity with the communities most affected by these industries. Together we are campaigning to end the recruitment pipeline that is funnelling students from

universities into the extractive industries most responsible for the climate and ecological crisis.

This guide explains some of the ways in which the oil, gas, and mining industries have embedded themselves within universities, and suggests a pathway to **liberating universities from these polluting and unjust industries**.

We have avoided using technical language as much as possible in this guide. In some instances, however, it is unavoidable: we have underlined where we introduce a technical word for the first time, and have provided a glossary in the back with all of these words which you can refer to throughout.



The Problem:

Over 60% of UK universities have removed their investments in fossil fuel companies at the time of writing. A powerful student movement successfully pushed universities to recognise that their investments in the industry most responsible for the climate crisis was sending a harmful message: we condone and support the actions of the fossil fuel industry. However, even after pulling out their investments, universities are still supporting these extractive industries via their careers services.

University careers services act as **recruitment pipelines** for oil, gas and mining companies. They promote careers in these companies to students and graduates, and allow extractive industries onto campus to recruit students directly into their socially and environmentally destructive operations, with no acknowledgement of the

immense harm these companies cause.

As a result, extractive industries are assisted by universities in securing a **steady stream of talented workers** vital for the future of their planet-killing businesses, and the university can sell itself to prospective students as a good bet for their future employability. The recruitment pipeline is a mutually beneficial relationship: universities are complicit in the climate and ecological crisis, knowingly or not.

Whilst both the university and industry gain from this arrangement, the communities on the frontlines of resource extraction and the climate crisis suffer. We must fight in solidarity with them, and weaken the power of the oil, gas and mining industries both in employment and in education.

The Solution:

The Fossil Free Careers campaign aims to end recruitment pipelines from universities into the oil, gas, and mining industry. We are targeting the relationships between university careers services and extractive industries, with the ultimate goal of getting those corporations explicitly excluded from recruiting on university campuses in all forms, including careers fairs, industry placements, website listings and email newsletters. And we're winning, all across the UK. Reach out and get involved today.

To do this, we are calling upon all university careers services to do the following three things:

- 1 Refuse all new relationships with oil, gas or mining companies**
- 2 Decline to renew any current relationships with oil, gas or mining companies after the contractually obligated period ends**
- 3 Adopt a publicly available Ethical Careers Policy that explicitly excludes oil, gas and mining companies from recruitment opportunities**

Why Careers?



Why Careers?

As a student-led, university based campaigns network, People & Planet begins from the following analysis:

Universities are complicit in systems of injustice: How do we topple the pillars of support they provide to these systems?

In the fight for climate justice, identifying the ways universities provide material support to oil, gas and mining industries is essential, and one of these key pillars of support is the recruitment pipeline of talented young graduates that university careers services feed into the extractive industries most responsible for the climate and ecological crisis.

The second question we must ask is:

Where are extractive industries vulnerable?

There is a growing body of evidence that oil, gas and mining companies are struggling to recruit the employees they need to keep their workforce functional in the future. This is becoming such an issue that the inability to recruit is becoming a serious threat to the future viability of sustaining their resource extraction operations long-term.

The Fossil Free Careers campaign targets oil, gas, and mining industry recruitment because it makes good strategic sense. It is an area in which the industry is already vulnerable, and also one in which universities play an important role. As students, we have an opportunity to win big all over the UK and have a huge impact in the fight for climate justice.

Struggling Recruitment: An Opportunity

The public image of the fossil fuel industry is in tatters. We know that the industry is responsible for the climate crisis, that they have committed human rights abuses all over the world, and that they have been funding climate denial and delay for decades.

Each year this awareness spreads, and each year the young graduates entering the employment market are more and more climate conscious. Fossil fuel companies are finding they can no longer attract new recruits to their planet-killing businesses, despite their attempts to greenwash themselves as solutions to, rather than causes of, the climate crisis.



“There’s a mentality out there that oil and gas is finished”

Jeff Spath, head of Texas A&M University’s petroleum-engineering department¹

Between 2013 and 2017, the number of UK graduates going into oil and gas jobs fell by 61%.² Research conducted at the same time showed that young people hold oil and gas industries responsible for the climate crisis, and globally the sector is seen as the most unappealing of all to build a career in.

Students aren't just rejecting jobs in the fossil fuel industry, they are actively fighting the presence of these companies in universities. This is presenting a real risk to the future of fossil fuel industry recruitment. We should aim to make recruiting a future workforce as difficult as possible for oil, gas and mining companies in the hopes that we can slow the climate crisis.



Recruiting Climate Injustice

Oil, gas, and mining companies need a steady supply of new workers in order to continue expanding their operations. But they can no longer rely on their reputation to bring graduates to them. Instead, they have been forced to pivot towards an aggressive, active and expensive recruitment strategy, spending vast sums of money to channel students towards their job vacancies: one way they do this is through university careers services.

Big polluters are attending careers fairs, putting on exclusive networking events, providing internships, and paying careers platforms to promote their career opportunities to students. Taken together, all these activities work to funnel students into the oil, gas, and mining industry. We call it the 'recruitment pipeline,' and it is actively upheld by university

careers services who invite and accept these companies onto physical and virtual campuses to carry out recruitment drives.

This recruitment pipeline, constructed and maintained by our universities' careers services, has immense importance and value to extractive industries, as it ensures their future viability. We should think of it as a vital pillar of support provided to these companies.

The oil, gas and mining industry is vulnerable; we have an opportunity to shut down the recruitment pipeline and make it difficult for these companies to recruit graduates. We can win big for the climate justice movement by taking a stand in our universities and saying loud and clear: **Not here, not anywhere. We want Fossil Free Careers.**

Jobs Without a Future

When we win a Fossil Free Careers campaign it's not just a win for environmental justice. It's a win for students and universities too. The simple truth is that jobs in the oil, gas, and mining industries are bad jobs for students. They are dead-end jobs with no long-term prospects, and university careers services should not be promoting them.

If we are to keep global heating below 1.5C and avoid the worst impacts of the climate and ecological crisis, then the amount of coal, oil, and gas that we take out of the ground will have to sharply reduce each year. Extractive industry jobs will rapidly disappear because the industry itself needs to rapidly shrink.

With existing projects needing to be wound down, and new projects undeniably violating

climate agreements, there will simply be less and less work in the oil, gas and mining industry. Extractive jobs are facing a cliff-edge: they have no future.

For this reason alone it makes no sense to push students, starting out in their professional life, towards these careers. But a Fossil Free Careers commitment also benefits the university: universities that don't make serious, meaningful commitments on climate action are getting left behind. They will struggle to attract young people who are increasingly politicised and climate-conscious.

Fossil Free Careers makes environmental sense, but it makes economic sense too.



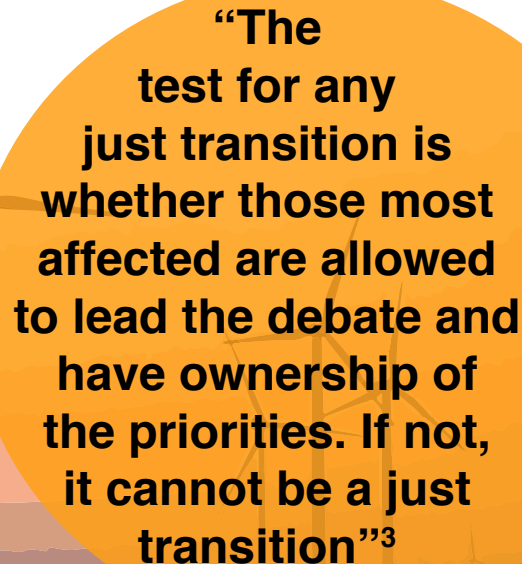
Just Transition

As we move towards a low-carbon energy system, many jobs in the extractive industries will no longer exist. We need to make sure that workers and communities that will be most affected by this transition have secure futures and are not left behind.

A Just Transition is one which places workers and unions at the heart of decision making and ensures that their demands - like fully-funded relocation, new jobs with comparable terms, and no community left behind.

So far, many talented campaigners and organisations working on a Just Transition have understandably been focusing on how to fairly and equitably **exit** workers from extractive industries.

However, in order to do this effectively, we also need to stem the flow of workers into those very same industries. community left behind - are met.



“The test for any just transition is whether those most affected are allowed to lead the debate and have ownership of the priorities. If not, it cannot be a just transition”³

Students Have the Power To Win



One key entry point is through education, making Fossil Free Careers the perfect opportunity for students to campaign in solidarity with workers in the demand for a Just Transition.

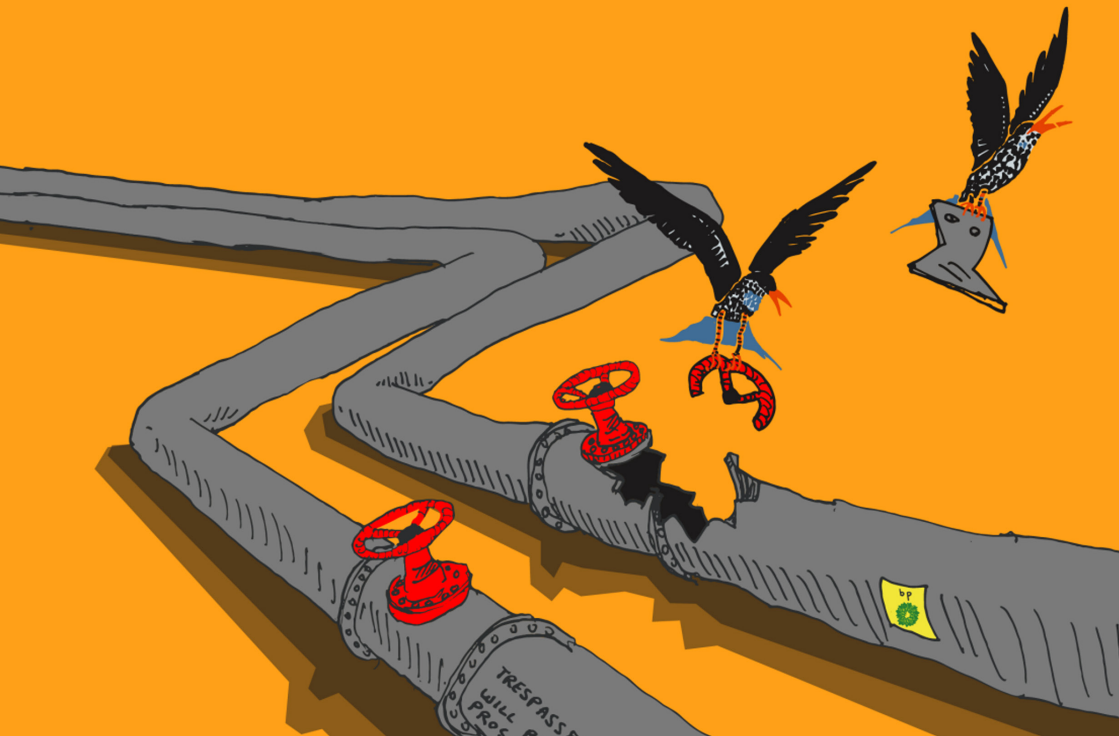
Because the way careers services assist industries with recruitment is specific to education, it is the responsibility of the student movement, in a powerful coalition with staff, to sever the recruitment pipeline. These are our institutions. They can't exist without us as students or as staff, and it is vital that we fight for climate justice in the places we study and work.

We know the student movement is capable of winning huge fights in the name of climate justice. Over 100 universities have been pushed to remove their investments in fossil fuel companies, representing an endowment wealth of over

£17.5 billion, and seriously damaging the social licence of the fossil fuel industry. Now we're doing the same thing with careers. As of July 2023 we've successfully pushed 4 universities and 15 students' unions to cut ties with fossil fuel recruiters. Our movement is strong, and we have leverage, power, and a democratic voice within universities to demand Fossil Free Careers.

As students in the UK we are members of some of the most prestigious institutions in the world, and that privilege gives us power which we must wield in the pursuit of social and climate justice. The opportunities afforded to us to push for radical change during our time within universities must be utilised to sever the links our institutions hold with extractive industries, starting with recruitment.

Energy System Injustice



Resource Extraction

Our current energy system is incredibly resource-intensive: corporations extract huge quantities of materials from the earth to use as fuel to supply our energy needs.

This is most obvious when we are talking about fossil fuels. For example, companies dig mines to extract coal that is then sold and burnt for electricity; they drill for oil and then sell it to power industry and transport; they frack for gas that is sold to heat buildings and produce electricity.

Energy is also produced from sources other than fossil fuels, such as solar power. To convert energy from the sun into electricity we use solar panels, and to build solar panels other resources are taken out of the earth: e.g. large quantities of copper and zinc are typically required.

All these separate activities - extracting materials, transporting them, converting them into usable energy and delivering that energy to users - are together known as the energy system. Each part of the energy system depends on injustices and exploitation, whether the extracted material is coal or cobalt.



Coal

Burning coal for energy is the single largest cause of global heating. Coal is also the most carbon-intensive fossil fuel: when it is burnt to provide energy, more carbon is released than for any other fossil fuel.

Coal is particularly important in the UK context. It was coal that powered the factories, trains, and steamships that drove forward the industrial revolution. This early industrialisation via coal power means that Britain's total emissions to date, and therefore its responsibility for climate change, is much larger than its population or economy would suggest.

It is in recent years, however, that greenhouse gas emissions have really taken off. Someone at UK retirement age today has been alive for 85% of global CO₂ emissions. Half of all CO₂

emissions have taken place since 1990⁴.

As well as its climate impact, the extraction of coal has had devastating impacts on frontline communities. The coal burnt in UK power stations primarily comes from Colombia, the USA, Russia, and the UK, and is linked to the dispossession of Indigenous communities, contract killings, the destruction of ecosystems, and severe health issues for workers and the local community⁵.

Many strands of the climate and ecological crisis can be traced back to violent colonial expansion, industrialisation, and theft of Indigenous lands. This history is fundamentally linked to how society is organised now: a society that has a huge greenhouse gas problem. We **can** organise it differently.

Case Study: Cerrejón

Cerrejón is a massive coal mine in La Guajira, northern Colombia: the Colombian region with the highest number of Indigenous communities. Cerrejón supplies coal to many power stations across Europe, but it is highly controversial⁶.

In 2002, three industrial mining giants - Glencore, AngloAmerican, and BHP - came together to jointly buy the mine. They then started to expand it outwards, further into the lands of Indigenous Wayúu communities and communities of African-descent.

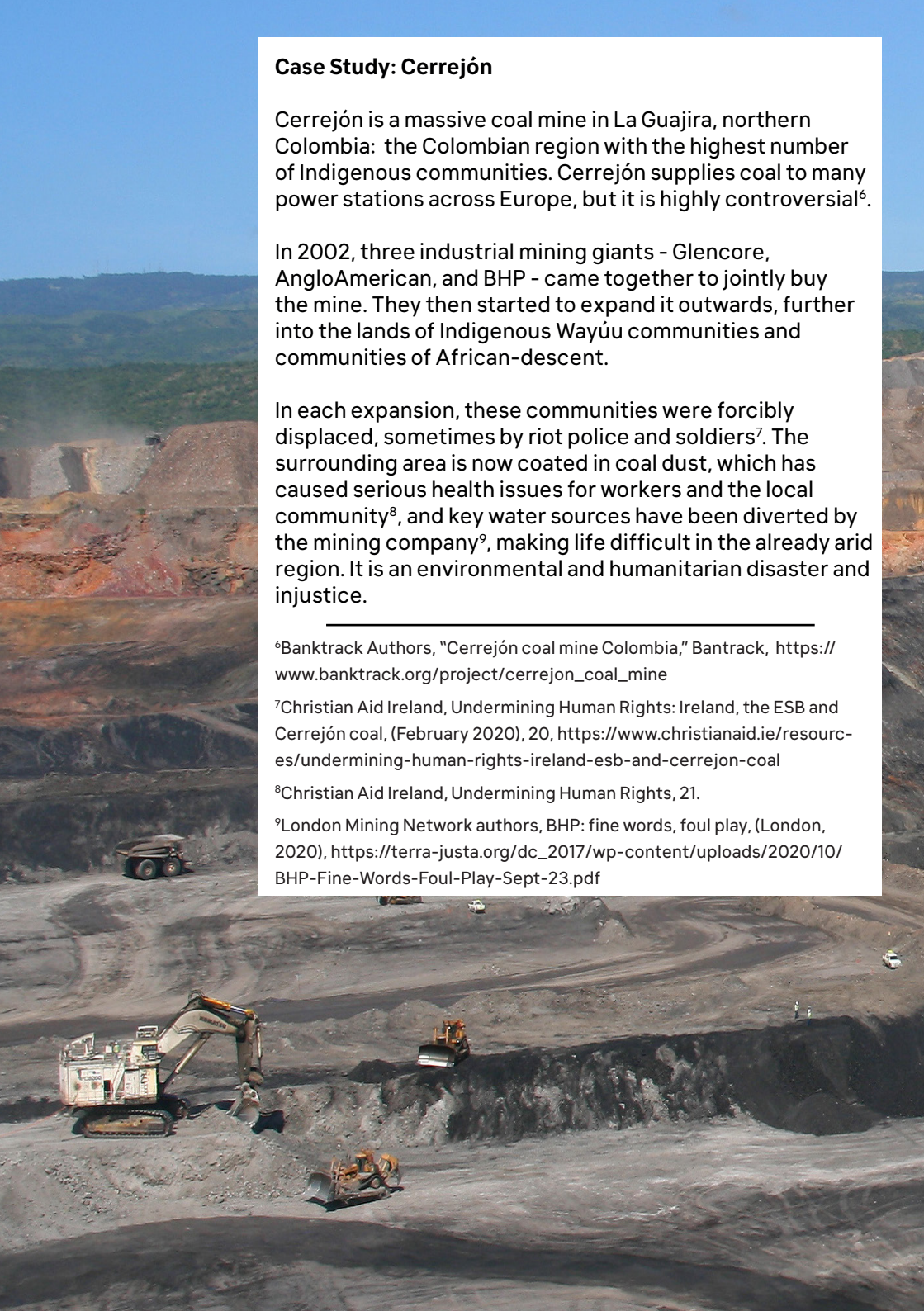
In each expansion, these communities were forcibly displaced, sometimes by riot police and soldiers⁷. The surrounding area is now coated in coal dust, which has caused serious health issues for workers and the local community⁸, and key water sources have been diverted by the mining company⁹, making life difficult in the already arid region. It is an environmental and humanitarian disaster and injustice.

⁶Banktrack Authors, "Cerrejón coal mine Colombia," Bantrack, https://www.banktrack.org/project/cerrejon_coal_mine

⁷Christian Aid Ireland, Undermining Human Rights: Ireland, the ESB and Cerrejón coal, (February 2020), 20, <https://www.christianaid.ie/resources/undermining-human-rights-ireland-esb-and-cerrejon-coal>

⁸Christian Aid Ireland, Undermining Human Rights, 21.

⁹London Mining Network authors, BHP: fine words, foul play, (London, 2020), https://terra-justa.org/dc_2017/wp-content/uploads/2020/10/BHP-Fine-Words-Foul-Play-Sept-23.pdf



Oil

Oil is used to make fuel for transport, as well as for energy, industry, and heating. Oil burnt for all these purposes releases huge quantities of carbon, driving global heating and ecological breakdown. Burning oil accounts for around one third of the world's carbon emissions.

Corporations extract oil by drilling into the earth and pumping it out from underground reservoirs. This can happen on land, on big platforms out at sea (off-shore drilling) or by blasting steam through oil sands. This oil from the ground (crude oil) is then taken to refining plants to turn it into suitable fuels.

Because of oil's importance as

a fuel, corporations and states have put lots of resources into controlling it, often at great social and ecological cost to those living in the area.

For example, the Ogoni are a people of the Niger Delta, one of the largest minority groups in the region. The Niger Delta sits on top of large oil reserves, which have been drilled by Shell since 1958, in the face of sustained community opposition¹⁰.

The resistance of the Ogoni people has been met with violent repression, and oil drilling continues to have a devastating effect¹¹. An Ogoni villager describes the aftermath of an explosion at a Shell oilfield:



“an ocean of crude oil moving swiftly like a great river in flood... You cannot collect a bucket of rain water for the roofs, trees and grass are all covered with oil...Men and women forced by hunger have to dive deep in oil to uproot already rotten yams and cassava.”¹²



Gas

Gas is also known as Shale Gas, Fossil Gas, and Natural Gas. **Gas is a fossil fuel** that is used primarily for electricity generation and heating.

Fossil Gas is primarily made up of methane, which is itself a potent greenhouse gas (the second biggest contributor to human-caused global heating after CO₂). This means that Fossil Gas doesn't just contribute to global warming when it is burnt for energy: it leaks into

the atmosphere throughout the extraction, processing, and transportation phases, too.

The fossil fuel industry likes to present Gas as the environmentally friendly fossil fuel. But this is nonsense. Renewable energy is now cheap enough and reliable enough that gas power is truly obsolete. **Gas is not a 'bridge' to a renewable future; it is a direct and alarmingly short path to ecological breakdown.**

Whole Energy Systems

Fossil fuels play a hugely important role in driving the climate crisis, and they have rightly received much-needed focus from the climate movement.

However, our attention on fossil fuels has unintentionally caused us to miss how huge-scale extraction of other resources is being driven by the same capitalist drive for energy production. We argue that fossil fuels shouldn't be seen as separate from renewable energy resource extraction, but should be taken together in a 'whole energy systems' analysis. The way capitalism rips apart our earth and its communities to plunder the 'natural resources' it uses to power the global economy, causing irreparable damage in the process, is not unique to fossil fuels. **We cannot simply displace the injustice of**

energy-motivated extraction from those on the frontlines of fossil fuel extraction to those on the frontlines of extraction for renewable energies.

We cannot let extractive industries control the transition to a low-carbon economy. They will simply replace the extraction of fossil fuels for the extraction of other minerals, leaving the exploitative structures intact. Ecological breakdown would continue, the violence on the frontlines of extraction would continue, and our earth and its inhabitants would continue to be defined as expendable by big business.

To tackle energy-related injustice at its root, we must challenge our energy system as a whole, taking aim at all energy-motivated extraction. Together.

Transition Minerals

The causes and drivers of climate and ecological devastation goes beyond carbon, and therefore our resistance must go beyond fossil fuels.

Constructing renewable energy infrastructure - things like solar panels and wind turbines - requires particular minerals. For example, an essential component of electric vehicle batteries is lithium.

The minerals required for extracting, storing and transmitting renewable energy are known as the 'transition minerals'. They include cobalt, lithium, nickel, copper, bauxite, gold, graphite, iron, silver, tin,

tantalum, tungsten, zinc, and the 17 rare earth elements.

What they are doesn't matter so much as the ways in which the extraction of these resources, and the damage that causes, are intimately related to the capitalist drive for energy in a similar way to fossil fuels. All of these minerals require environmentally and socially destructive mining practises to obtain at scale: prioritising profit at the expense of the earth and its inhabitants.

Mining transition minerals causes similar impacts to extracting fossil fuels. Waterways are poisoned, soil is contaminated, vital species are killed off, people are displaced from their homes and left with severe health issues including increased rates of respiratory illness, leukaemia, premature birth and pregnancy complications.



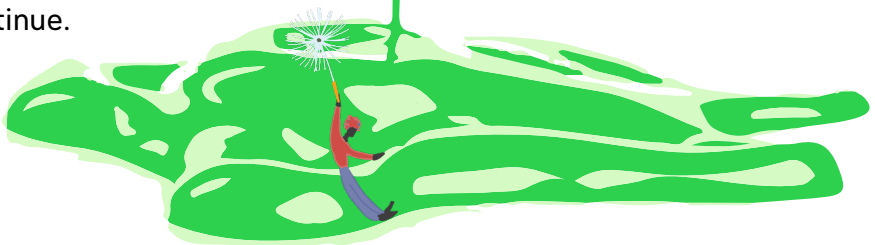
More Mining: A False Solution

Transition mineral mining causes massive social and environmental damage. Yet extractive companies, including some of the world's largest coal miners, are expanding their transition mineral operations and are trying to present this as a climate friendly move.

The industry is selling the lie that we have no other option apart from mining our way out of the climate crisis. They are offering an easy fix to global heating, but it is a false solution that is insufficient to address the crisis, and would make existing injustices worse. The truth is that they profit massively from the existing status quo of international power dynamics around resource extraction, and big mining companies need it to continue.

What they are doing is known as 'greenwashing': they are taking environmentally and socially destructive mining activity, which itself bears lots of responsibility for the climate and ecological crisis, putting a green spin on it, and presenting it back to us as a solution to the crisis. They are exploiting our need to address the climate crisis to justify a massive expansion in transition mineral mining.

But this expansion won't solve the climate and ecological crisis. We cannot just leave the world as it is and slowly switch fossil fuel extraction for transition mineral extraction. That would reduce greenhouse gas emissions nowhere near quickly enough.



More Mining: Not Even a Transition

At the moment, **most transition minerals aren't even used for renewable energy anyway**¹³. They mostly get used for weapons manufacturing, aviation, nuclear technologies and construction. These are the very same industries we actually need to scale down in order to address the climate crisis! This truly is a false solution.

It would also lead to a massive increase in destructive mining operations, and huge levels of environmental injustice across

the world. We cannot allow the profits of mining companies to be prioritised over the safety and flourishing of people on the frontlines of the climate crisis and extraction.

In fact, we should treat that proposal as a form of **green economic imperialism**: Mining companies are attempting to justify repressive, territorially contested operations in the name of saving the environment, and we must fight back.



The UK's Significance in Global Climate Injustice

When a mining company turns up and starts extracting minerals, the profits don't go to the local community; instead, the minerals and the money flow out to international markets, **making a minority of people rich at the expense of whole communities and the earth.**

This flow of minerals and money drove forward the era of European colonial expansion and the looting of Latin America. The world economy has since been based on what is called extractivism: where states and corporations work together to extract resources whilst exploiting communities, typically in the Global South, in service of the international capitalist market and the enrichment of the owning class in the predominantly white countries of the Global North.

The UK was central to the formation of this violent, exploitative and environmentally destructive economic system of extraction and international trade, and still plays an important role today. Many of the world's largest mining and fossil fuel companies have their headquarters in the UK, particularly London, and UK universities provide these same companies with an important supply of workers. **Our universities, therefore, play a crucial role in upholding the global system of extractivism that is tearing apart our planet and its communities.**

For more information on UK headquartered mining companies, check out the fantastic work of **London Mining Network**.

Case Study: BHP

BHP is the largest mining company in the world, with 33 operations in 15 countries. It is headquartered in Melbourne, Australia but it has a secondary listing on the London Stock Exchange and a major management office in London¹⁴.

The history of BHP is a colonial history. The modern BHP group formed in a merger between two industrial mining giants: Billiton and BHP. Billiton began as a tin mine on the island of Belitung, Indonesia, in 1851. It was formed by two Dutch settlers; at the time, Belitung was part of the Dutch East Indies, a colonial administration¹⁵.

BHP itself was formed during a wave of Australian settler

colonialism. It started life as a silver, lead and zinc mine in Broken Hills, New South Wales, on land that had been lived on by the region's Indigenous peoples for 45,000 years¹⁶.

The company today is little better. In Chile, BHP is facing lawsuits for its mines in the Atacama Desert, which are allegedly using three times more water than authorised¹⁷. In Brazil, 2015, a dam collapsed at a joint-owned BHP mine, killing 20¹⁸. In Papua New Guinea, the Ok Tedi mine has reportedly discharged so much untreated waste directly into local rivers that "the hunting, fishing and garden areas of an estimated 40,000 local and Indigenous people have been damaged or destroyed."¹⁹

¹⁴BHP, "Offices," www.bhp.com/what-we-do/global-locations/office

¹⁵BHP, "Our History," www.bhp.com/about/our-history

¹⁶London Mining Network, *Marital Mining: Resisting Extractivism and War Together*, (London, 2020), 8, londonminingnetwork.org/wp-content/uploads/2020/04/Martial-Mining.pdf

¹⁷Cecilia Jamasmie, "Chilean Watchdog Charges BHP for Water Misuse at Escondida," *Mining.com*, July 2021, www.mining.com/chilean-watchdog-charges-bhp-for-water-misuse-at-escondida/

¹⁸Paul Robson, *The River is Dead: The impact of the catastrophic failure of the Fundão tailings dam*, (London, October 2017), londonminingnetwork.org/wp-content/uploads/2017/09/Fundao-Report-Final-lowres.pdf

¹⁹London Mining Network, *CUT AND RUN: How Britain's top two mining companies have wrecked ecosystems without being held to account*

Effective Solidarity



Solidarity cannot exist only in theory, it demands action. Solidarity is a practice of using your time, position, skills and resources to struggle alongside other people for a shared goal: our collective liberation. Solidarity is the recognition that no one is free until we are all free.

As students attending universities that play a crucial role in the global system of extractivism, our privilege gives us leverage and a democratic voice that directly affected communities on the frontline of resource extraction and climate impacts do not have access to.

When frontline communities resist extractive projects, they frequently face violence and repression from riot police and the private security firms of oil, gas and mining companies. As students in the UK, we can participate in organised resistance with a reduced risk of such violent repression.

We have a responsibility to use our power and privilege to fight for environmental justice, standing in solidarity with those on the frontlines of extraction, climate injustice, and dispossession internationally.

By utilising our privilege, geographic location and membership of powerful institutions effectively, we can stand in solidarity with frontline communities by fighting the power and influence of global oil, gas and mining giants and the ways our universities facilitate their unjust businesses.

Fossil Free Careers has already started to kick extractive industries out of our careers services and students' unions, as an act of solidarity with frontline communities who continue to resist exploitative resource extraction. In demanding Fossil Free Careers, students across the UK are working to sever the career pipelines which allow these industries to continue a system of global injustice.



Resistance: Tampakan

The southern Philippine island of Mindanao contains large quantities of copper and gold. In 2007, the Swiss mining giant Xstrata bought the Tampakan Copper-Gold Mine Project through its subsidiary Sagittarius Mines Inc²⁰. However, this project never received the consent of the B'laan, one of the 18 Indigenous groups on the island, on whose ancestral land the project is based. The B'laan organised extensively against the mine through legal challenges, peaceful protest, marches, civil resistance, and eventually tribal war (pangayaw)²¹.

Their protest was violently suppressed, and prominent community leaders who opposed the mine were killed²². **Senior figures in the Philippine Army have attested under oath that the community leaders were murdered by paramilitaries funded by the mining company.** In 2010 the local government banned open-pit mining. In 2015 the company, now Glencore-Xstrata, sold the mine, and in 2020 local officials cancelled the project agreement, meaning that it is unlikely the mine will ever go ahead²³.

²⁰Bong S. Sarmiento, "Officials quash plan, for now, to develop Philippines' biggest copper mine," Mongabay, August 2020, <https://news.mongabay.com/2020/08/officials-quash-plan-for-now-to-develop-philippines-biggest-copper-mine/>

²¹A Life on Fire, Blood and gold: Tampakan and the B'laan resistance, December 2016, <https://alifeonfire.net/2016/12/21/blood-and-gold-tampakan-and-the-blaan-resistance>

²²Ina Alleco Silverio, "Politicians, military blamed for Tampakan massacre," Bulatlat, October 2012, <https://www.bulatlat.com/2012/10/30/politicians-military-blamed-for-tampakan-massacre/>

²³Global Witness, "Defending the Philippines: How broken promises are leaving land and environmental defenders at the mercy of business at all costs," (London, September 2019), 28, https://www.globalwitness.org/documents/19790/Defending_the_Philippines.pdf

Targeting Careers Services



About Careers Services

Almost every UK university has a dedicated careers service (about 95% of universities). They will sometimes be called something slightly different, such as 'The Careers Department', 'Careers and Employability Services', or 'Careers and Placements', but they all fulfil roughly the same functions.

They tend to be a fairly small department, and can often be found under the 'Support Services' umbrella. **Their primary function is to provide careers and employability assistance to students.** Generally they will provide one-to-one careers appointments to students, organise events like careers fairs, and commonly run an online platform for employers to advertise jobs directly to students.

The majority of these careers services have a 'Director' or 'Head of Careers' who leads

the department. They are a key power holder for the Fossil Free Careers campaign, and will have a big say in whether the university agrees to your demands.

It is also vital that you reach out to your university's Senior Management Team. There will probably be someone on that team responsible for careers or sustainability that will have the final decision about whether or not to implement an Ethical Careers Policy.

Lots of the information about your university's careers service will be available on your uni website, or available to students via a 'careers portal'. You could start by searching for a "Director of Careers." There will also be information about senior management on your uni's website, this is sometimes listed as 'Leadership Team' or 'University Officials'.

Ethical Careers Policies

Most University Careers Services have a set of Terms and Conditions which governs their relationships with external employers. When we demand that universities implement an Ethical Careers Policy, we are demanding that universities either **add a restriction** for the oil, gas, and mining industry to their **existing Terms and Conditions**, or **that they implement a brand new policy if it does not fit in existing policies**.

For an example of how this works, look at the wording Bishop Grosseteste University use in their Ethical Careers Policy (our emphasis):

When promoting employers and their opportunities, BG Futures' Careers, Employability and Enterprise Service is committed to working in the best of interests of students, environmental sustainability and wider ethical considerations. As a result, employers are reviewed against the following criteria:

- ***BG Futures does not have relationships with companies involved in fossil fuel, mining, arms dealing, the sex industry or tobacco. This is part of our commitment to ethical recruitment and environmental sustainability. It includes, but is not limited to, attendance at careers events and other recruitment opportunities, posting role vacancies, sponsorships, and advertising. The above list of industries is not exhaustive and work with any particular company may be limited or rejected where there is considered to be an ethical conflict of interest with the University as a whole.***



There is now significant precedent for the demands of the Fossil Free Careers campaign. This is a campaign we can win at any university in the UK.

As of June 2023, 4 UK universities have ended oil, gas, and mining recruitment on campus. These are the University of the Arts London, Wrexham Glyndwr University, the University of Bedfordshire, and Bishop Grosseteste University.

In addition, Freedom of Information research undertaken by People & Planet²⁴ revealed that 20% of UK university career services already hold other industry-wide exclusion on ethical grounds.

These exclusions primarily apply to the following industries:

- The tobacco industry (10% of UK universities)
- The sex industry (12%)
- The gambling industry (1%)

²⁴ Go to <https://peopleandplanet.org/fossil-free-scorecards> to access the data at a university level



The precedent exists: our demands could be granted today

Remit of the Ethical Careers Policy

The Ethical Careers Policy covers all relationships between the careers service and third parties. 'Third party' just means any entity that is external to the university, such as a company that is looking to recruit workers. This means that the Ethical Careers Policy would apply to any situation, where the careers service plays a part, in which university members or graduates are a potential source of employees or volunteers to a third party outside of the university.

This includes:

1. events in which the careers service is an organiser,
2. digital media controlled by the careers service, including websites, webpages, social media and mailing lists, and
3. physical materials from the careers service, such as mailings, posters, leaflets and brochures.

The 'Ethical Careers Policy' would cover all activities carried out by the careers service, but could also be applied at a university-wide level.

Note: Pre-existing contracts between careers services and the oil, gas and/or mining industry are no excuse for inaction. Our demands are clear:

- 1 Refuse all new relationships with oil, gas or mining companies**
- 2 Decline to renew any current relationships with oil, gas or mining companies after the contractually obligated period ends**
- 3 Adopt a publicly available Ethical Careers Policy that explicitly excludes oil, gas and mining companies from recruitment opportunities**

Impartiality

Something that will almost certainly come up when you begin to talk to careers services is the concept of 'impartiality' - the idea that the careers service does not bias their advice to students by inserting their own 'judgements' - it is all down to what the student wants to do.

This concept is very important in the careers world. We appreciate the value of giving impartial advice to students, so the Fossil Free Careers campaign ensures that careers advisors are able to continue providing impartial one-to-one advice.

Remember: our demands are for an end to recruitment relationships with the oil, gas and mining industries. This covers things like careers fairs, or advertising jobs to students. These are sometimes called the 'Employer Engagement' functions of the Careers Service.



These 'employer engagement' functions are totally separate from the advice given to students by careers advisors. So a student could go to a careers advisor and ask for advice on entering the oil industry and receive unbiased, factual information at the same time as oil companies not being present at careers fairs.

It is not one or the other. Careers services can remain impartial in the one-to-one guidance they give to students, whilst accepting a wider responsibility to sustainability that means they do not actively assist extractive industries in their recruitment when their operations are undeniably locking us into deadly and unjustifiable climate disaster.

AGCAS

Another word you will hear a lot is 'AGCAS'. This is the Association of Graduate Careers Advisory Services, which is the sector-body for uni careers services. You can think of it as a member organisation for university careers services and staff.

Universities sometimes say that they cannot do Fossil Free Careers because they are AGCAS members. But this isn't true.

We know it isn't true because **there are 4 AGCAS members that have made a full Fossil Free Careers commitment** and have put in place an Ethical Careers Policy that excludes the oil,

gas, and mining industry from all recruitment relationships! In other words we have absolute proof that it is possible to do Fossil Free Careers as an AGCAS member.

On top of that, there are a total of 35 AGCAS members who hold industry wide ethical exclusions in their careers service. These include the tobacco industry, the adult/sex industry, the arms industry or the betting industry. There is clearly no issue with being an AGCAS member and putting in place an industry restriction, so there is no reason why AGCAS membership should stop any university from making a Fossil Free Careers commitment.

“If you are neutral in situations of injustice, you have chosen the side of the oppressor.”
Desmond Tutu

Making Contact

Engaging the Careers Service and starting up a dialogue is an important part of the Fossil Free Careers campaign. Start with some research to find out the name and contact details of your Head of Careers (or equivalent job title).

You can then send them a polite, short email which lays out who you are, what the campaign is about and why you are getting in touch with them. You could include links to Student Union motions, workers' union branch motions, or local media pieces about your campaign if you have them. Feel free to send another polite email following them up

after a few weeks if you don't hear anything!

If the Students' Union ('SU') are working with you on the campaign, they might be able to set up a meeting for you and act as a bit of an intermediary. They will have the relevant contact details and experience working for student interests in the university.

On the next page, we have drafted a template email to make it easy for you to take the first step and get in touch with your careers service to talk about Fossil Free Careers at your university.





To: Head of Careers, Head of sustainability

BCC: fossilfreecareers@peopleandplanet.org

Subject: Embedding sustainability in careers

Send

Dear >>insert names<<

I am a student at >>insert your university<<, and like many students I am deeply concerned about the climate and ecological crisis. I am getting in touch to see if you would be open to discussing how the careers service and students can work together to embed sustainability considerations?

One way for this to be done, and one I feel very strongly about, is for careers services to adopt an 'Ethical Careers Policy' which would outline which third-party industries the careers service will and will not assist with recruiting students and graduates. At least four UK universities have already done this, with specific exclusions for the fossil fuel industry, and I would love to see our University take a similar step.

I wanted to reach out to you to start talking through what this might look like. It would be great to meet to discuss this further.

Kind regards,

>>insert your name<<

The People & People University League...

People & Planet's University League is a league table that ranks universities on ethical and environmental criteria. It is widely used as a way of judging the ethics and sustainability of a university.

The University League is published annually, and the criteria that we use to mark it (things like Carbon Management, Workers' Rights and Ethical Careers & Recruitment) evolve year on year.

The University League can be a major incentive for universities to agree to our campaign goals.

There are marks available that correspond to each of our campaigns, meaning that universities will gain a certain number of points by agreeing to campaign demands.

For example, if they agree to all the demands of the Fossil Free Careers campaign and put in place a proper Ethical Careers Policy, they will score 75% in the **Ethical Careers and Recruitment section**²⁵. We should use this to our advantage and use the University League as an incentive when discussing the Fossil Free Careers campaign with university management.

Step 1: Research

Find your university in the University League table. Look at where they did well, and where they fell short. See if they did better or worse than last year. Spoiler: if they haven't made a Fossil Free Careers commitment, then they will do terribly in Ethical Careers and Recruitment!

...and How to Use it For Your Campaign

If your university has improved, you can congratulate them, and then make the case for why they need to implement an Ethical Careers Policy in order to keep improving next year. The criteria are very specific, so improvement generally means that your university is already paying attention to the University League. You can use this to your advantage and emphasise that there are lots of easy marks available for doing Fossil Free Careers! If a university's position has declined, you can express your disappointment, but then also your willingness to work with the university to improve its ranking next year by implementing an Ethical Careers Policy.

Step 2: Suggested next steps

- Share what you have found on your group's social media and your own, drawing attention to your university's performance and then linking that to your campaign.
- Write an email to your sustainability department (with careers copied in) and express your congratulations or disappointment, and link this to the desire to discuss Fossil Free Careers in order to improve next year.
- If you're feeling ambitious: write an article for the student/local press about your university's performance in the University League. You could draw comparisons to other universities, and link it all back to your campaign.
- If you're feeling angry and energised: why not design a University League themed action? Universities love league tables, so this is a great opportunity to use this against them.

Campaign Targets

Working with the London Mining Network's Just Transition Working Group, we have developed a list of 250 target companies for this campaign. This is made up of the largest 200 fossil fuel companies, and a further 50 transition mineral miners. When we refer to 'oil, gas, and mining companies' throughout this guide, these are the specific companies in question. They are the biggest, most important players in extraction.

The list of 250 companies comes in two parts:

Firstly, there are 200 fossil fuel companies, which are taken from the Carbon Underground 200²⁶, a record of the 200 largest fossil fuel companies globally. It is maintained by Fossil Free Indexes, and is widely used

across the climate movement.

To this list of 200 fossil fuel companies, we added a further 50 transition mineral mining companies. We added the 50 largest transition mineral mining companies that have been registered as being involved in an environmental conflict.

These are the companies that are driving environmental injustice around the world.

To read more about our target lists and the justifications for choosing these specific companies, visit

peopleandplanet.org/fossil-free-careers/targets



²⁶ Available at ffisolutions.com/research-analytics-index-solutions/research-screening/the-carbon-underground-200/

Case Study: Panguna

Take the Panguna copper and gold mine, in Bougainville, which was one of the largest open-pit mines in the world. It played a major role in Papua New Guinea's economy and was owned by Rio Tinto, a mining giant headquartered in London.

The Panguna mine led to major environmental conflict and injustice²⁷. Whole communities were forcibly relocated and made to live in unsuitable houses, built far from their land, based on Western ideas of family, living and land. These were land-based communities, so this led to a loss of drinking water, subsistence, and timber, as well as a social, cultural, and spiritual loss.

Local rivers were polluted, making them unsafe to drink, and killing off the fish. Affected communities made demands for environmental protections and compensation, which were rejected. Local protest escalated to sabotage of the mine, and riot police and then the military were sent in. In the ensuing conflict, about 20,000 Bougainvilleans died.

Each of the targets for the Fossil Free Careers campaign has a documented case of environmental conflict arising from one of its projects. Some of the largest, such as Rio Tinto, have left a trail of destruction and conflict across the world.

²⁷ Details here reproduced from 'CUT AND RUN: How Britain's top two mining companies have wrecked ecosystems without being held to account', by the London Mining Network



Building A Movement



Building a Campaign Group

All good campaigns start with a strong team. One person with good arguments does not make a campaign. Being a catalyst for change also means bringing other people along with you. Here are some ideas on how you can get started:

Make it personal

Get together with friends and others passionate about social change. You can email other groups on campus, make announcements at meetings of related groups or before lectures and put up posters with meeting information. Then, follow up personally with the people who get back to you. People stick around because of that personal connection, so get to know them: sending direct messages is a great way to get people on board!

Make it inclusive

Joining a new group can be intimidating, especially if your

identity feels under-represented in the group. Campaign spaces need to be inclusive to all people.

Campaigns are most effective when they bring a large, diverse number of people together in support of an issue. Why

not reach out to other groups on campus organising around social justice or hold similar values to you to see if you can work together? Think about who might be more isolated, and who might need more outreach to feel welcome. A diversity of experiences and opinions makes a group stronger.

Make it fun

Building your team is not just about mobilising students, but also about taking time to get to know each other and have fun. Why not have a games afternoon? Or a film night, quiz or scavenger hunt?

(Re)Freshers Fair

Freshers fairs and ReFreshers fairs are the perfect place to recruit and build your campaign. Preparation is key: make sure you book a slot, and that you have materials to make your stall look exciting. You could bring a banner, print some flyers, and have an email sign-up sheet. Don't forget a bottle of water (it's a lot of talking) and you might need a rota if there are enough of you to cover the stall in shifts. Include a petition or action that people can take away, and they'll be more likely to get involved. Remember to have a time/date set up for your next meeting so people know how to stay engaged!

If you aren't a registered student union or there is some other bureaucratic rule preventing you from having a stall, we strongly encourage you to print a bunch of leaflets and flyer people as they enter and leave the event. Some of the most successful People & Planet groups in history were formed this way, so don't be put off!

For more tips on how to build and run a campaign group, see our **Movement Building Guide**²⁸.



Meetings

Running effective meetings is key to any campaign. Here are some tips to get started:

- Designate a facilitator responsible for running the agenda, and ensuring that everyone's ideas are heard. Rotate this over time to avoid this becoming a position of power within your group.
- Keep it short, keep to your timings. You might need to split an agenda into two shorter meetings so everyone can stay engaged.
- Take regular breaks and ensure people know they can request extra breaks if they need them.

Online Meetings:

- Mute your mic when not speaking. This helps to reduce background noise.
- Don't expect or request people to turn their camera on – they might not have a strong internet connection, may not have a webcam, or may not want to. Zoom is tiring as it is!
- Using chat signals rather than hand signals often works best online and allows more people to participate:
 - I would like to raise a point: 1
 - I have a direct response to what is being said: 2
 - I would like a piece of language explained: L
 - I would like to make a proposal to the group: P
 - Signalling agreement/positive/yes: +
 - Signalling middling/uncertain feelings: =
 - Signalling disagreement/negative feelings/no: -

Workshops



At People & Planet, we can help take your campaign to the next level with a skills or campaign workshop. To arrange a workshop, just get in touch at fossilfreecareers@peopleandplanet.org and we can see which workshop is best for you!

If your group is fairly new to the campaign, or you have had an influx of new members because your recruiting is going so well, why not consider a campaign workshop? This is an interactive workshop that will provide you with all the skills, knowledge, and strategy required to take on the Fossil Free Careers campaign.

A campaign workshop is also a great way to bring more people into your group. Once you've booked your workshop, make sure to spread the word! You can share the event on social media and even print out flyers with the date/time/location of the workshop to encourage new people to get skilled up and join the campaign.

We also offer skills workshops to help plug any gaps you have in the team. Don't have any experience doing press work on your team? Want to refine your campaign strategy for the new academic year? Want to skill up your team on taking direct action so that you can escalate? We can help you with that and more. Just **get in touch** and we can talk!



Petitions

You won't win a Fossil Free Careers campaign with just a petition. However, you can use a petition to demonstrate a broad base of support, build up a list of supporters that you can call upon later, and as an easy first entry point into the campaign. Every time you ask someone to sign the petition, you should give them a way to get more involved in the campaign - why not give them a flyer?

Setting up a petition is easy, but getting a large number of petition signatures takes work! You have to consistently grind at it, by regularly posting it on social media, getting people to sign the petition after talks and events, getting every campaign member

to get 10 friends to sign it, taking it to Freshers fairs, and more.

To set up your petition go to **peopleandplanet.org/petitions**, and click on 'Start your own petition.' Once you've registered your email, you'll be sent a link to create your petition. Click 'Create New Petition', and follow the instructions to set up your Fossil Free Careers petition.

If you have an image of your group holding a banner or something similar, this makes a great petition photo! If you don't have anything like that we can sort you out with a graphic, just email us at **fossilfreecareers@peopleandplanet.org**

Student Unions: Kicking Polluters out of your SU

Student Unions are a key democratic channel through which students can advocate for change at their university. This means they are not only a great way to start building support for Fossil Free Careers, but also the perfect place to start kicking fossil fuel recruiters off campus!

We have written a template **Student Union motion** that you can bring to a Student Council meeting, alongside a guide to getting it passed. This motion gives you the official backing of your student body, and commits the Student Union to supporting your campaign. The motion also commits the Student Union to not endorse or host oil, gas and

mining companies in its venues, meaning that by passing this motion you can actively kick fossil fuels out of the Student Union!

Before proposing the motion, you should reach out to the relevant officers in the Student Union: you might need to find out who tends to take on environmental or social justice work within the union. There is often an 'Ethics & Environment Officer' or similar, or you could get in touch with the President. Try and set up a chat with them to get them onside. They will be a crucial ally, and will have good knowledge on how to get the motion passed.

²⁹ Available at <https://peopleandplanet.org/fossil-free-careers/su-motion>

Staff Unions: Solidarity

After the Student Union motion passes, you should reach out to the staff unions at your university (most often UCU and UNISON), and talk with them about passing supportive branch motions, which we also have a template for. **Resistance to the extractive industries must be fought by students and staff in solidarity: we stand together in the fight for a liberated university!**

Remember that you want to be gaining unions' formal public support for the campaign, but you also want to be building long-lasting relationships with

individuals and organisations. If you get invited to a branch meeting, make sure to stick around and chat with supportive union members. Widespread support across the university will move your campaign forward!

Don't forget to **turn up for workers' struggles at your university** when your support is needed. When staff go on strike, management often try and divide students and staff. That makes it incredibly powerful when students turn up to picket lines and stand shoulder to shoulder with staff.

³⁰ Available at <https://peopleandplanet.org/fossil-free-careers/branch-motion>





How to: Prepare for Negotiations

As your campaign builds in power, the university won't be able to ignore you, and will eventually agree to meet you. Once you get university management to agree to a meeting, there are a few things you can do to make sure that meeting is a success:

1 Prepare your arguments and supporting evidence. You should try and think about the main objections you'll face in that meeting, and practice arguing against them. Some common things that you'll hear in negotiations include:

a) We can't do this, we're impartial / we're a member of AGCAS.

See the 'Impartiality' and 'AGCAS' pages (36 and 37) for details on how to rebut this.

b) Why not engage with these companies instead or ask them for a sustainability statement?

The companies in question are the biggest fossil fuel companies and the biggest and worst mining companies in the world. We have extensive, publicly available evidence that demonstrates these companies are driving injustice. Universities shouldn't be partnered with or support these companies. It makes no sense for universities to ask students to make sustainable choices while they themselves are actively assisting fossil fuel and mining recruiters. To accept a sustainability statement from these companies would sweep the injustices under the rug, and cannot be accepted as an alternative to an exclusion policy.

(c) We're just responding to student demand!

The student demand is clear: we want Fossil Free Careers! As fossil fuel jobs become increasingly unpopular (see Page 10, Struggling Recruitment: An Opportunity), the Fossil Free Careers campaign is growing and growing. The campaign has been endorsed by the National Union of Students, and over 15 Student Unions have now pledged to boycott extractive industry recruitment, with more joining each month.

2

Before going into your meeting, we recommend reading through the rest of this Action Guide and then looking through the Fossil Free Careers FAQs for more common arguments.

3

For the meeting itself, you should **go in a group, or at least as pairs, and decide on who will be taking notes before**. It's important to make detailed notes of exactly what is said: even if management doesn't agree to any of your demands, you might be able to capture a quote that energises your supporters.

4

Lastly, **think about how you can use this negotiation to move forward with your campaign, even if you don't get what you want**. For example, you could use print and social media to make regular public statements on the process and energise your supporters. University management benefits from keeping negotiations behind closed doors, so it is important to keep these processes in the public eye to balance the power dynamics. People love hearing about these meetings and they are a great opportunity to grow your campaign, whatever the outcome of the meeting!

How to: Escalate

Sometimes we can win our campaigns by building support and asking our target nicely. But most of the time, especially when our campaign demands go against the immediate financial or political interests of the university, this won't be enough.

Escalation is when we tactically turn up the heat during a campaign, using bigger, louder and riskier tactics to try and force a decision from those in power. An escalating campaign might start with a petition, move onto creative actions and then onto an occupation or a blockade.

Some things to think about:

- What goal do you want the escalation to achieve and who's the target?
- What tactics will you use and how will they escalate?
- What roles will you need to plan and carry out of the action?
- How can you care for fellow organisers' and activists' welfare and put welfare systems in place to keep everyone healthy and mitigate burnout?

Coming up with escalation ideas:

- Brainstorm as a group!
- Request an escalation workshop from People & Planet by emailing us at fossilfreecareers@peopleandplanet.org
- Chat with us about things we've seen work well in the past



Resources & Fundraising

Fossil Free Careers Resources

Ready to get started with the Fossil Free Careers campaign? We've got plenty of resources to kick-start your campaign. But our greatest resource is our movement - stay in touch with us at **fossilfreecareers@peopleandplanet.org** so we can support you every step of the way!

Campaign Training

We can run interactive, tailored workshops for your campaign group to build your skills. These cover topics like Campaign Strategy, Action Planning, Working with Student Unions and more!

Fossil Free Careers Campaign Resources

You can find all the resources you need for the campaign at **peopleandplanet.org/fossil-free-careers/resources**. We can also send you a big pack of resources (including a load more guides just like this one) if you get in touch with us using the email above.

Further reading

EJ Atlas: ejatlas.org

London Mining Network: londonminingnetwork.org

Movement Building Guide²⁸

Digital Organising Guide³¹

Power & Privilege Guide³²

Fundraising

Why?

Running campaigns can cost money. It is a good idea to take advantage of any opportunity you have to stock up some cash so no one goes out of pocket, and your group can be as accessible as possible.

Fund People & Planet

Running People & Planet also costs money! Being a radical, student-led organisation is a very hard thing to do under capitalism. Donations allow us to do that, and run great campaigns for social and climate justice across the UK.

Visit peopleandplanet.org/fundraise for details.

Direct Donation

If you can, a regular donation helps the organisation and the movement immensely. Just £3 a month makes a massive difference, and helps keep us independent. If a one off donation is more doable for you, any amount is greatly appreciated! See peopleandplanet.org/donate

We Challenge You

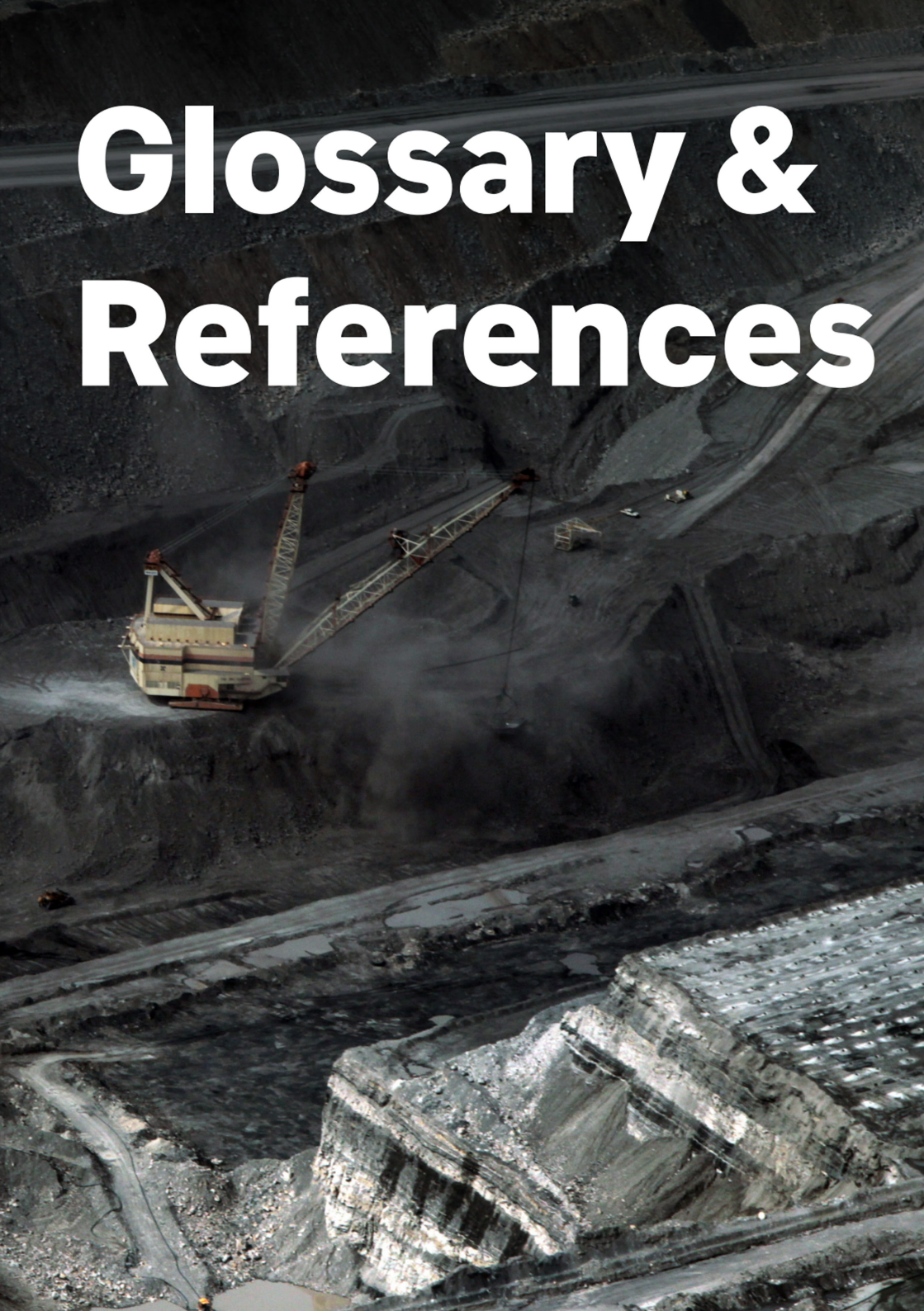
Could you do a sponsored challenge to raise some cash for radical student campaigns? Any idea could be a winner, whether it's a marathon, a sky dive, a sponsored silence or even shaving your head!

RAG Societies

If your uni has a Raising and Giving (RAG) society or similar, you could get People & Planet nominated. We can help you fill out an application form. For this and any other help, drop us a line at

fundraising@peopleandplanet.org

Glossary & References



Climate (and Ecological) Crisis: The interconnected crises of a heating climate and the breakdown of ecological systems, causing disrupted weather patterns, mass species extinction, and changing environments which make existing life difficult.

Climate justice: begins by recognising that the climate crisis has been caused by the unjust ways in which our world and societies are organised. It then demands that our response tackles the root of the problem and is part of a wider struggle for social justice.

Energy-motivated extraction: The removal of natural resources from the land and sea to supply energy needs, such as electricity, heating, and transport.

Energy system: The collection of different industries and processes that make energy available to use: from extracting materials, transporting them, turning them into usable energy and then transporting that energy in a useful form to its end point.

Ethical Careers Policy: A publicly available commitment that a careers service makes, in which it agrees to not collaborate with the oil, gas, and mining industry.

Extractors/extractive industries: The oil, gas, and mining companies which dig and drill natural resources out of the land.

Extractivism: is a political term. It refers to the practice of extracting natural resources and exporting them for sale elsewhere, in a way that destroys communities and natural environments, and is driven by the global economy and the need for growth.

Fossil Fuels: Coal, oil, and gas are the three main fossil fuels. They are formed underground over long timescales, and when they are burnt for energy they release gases which are driving the climate crisis.

Frontline: (communities) are those which are facing the direct impacts of oppressive systems. For example, communities on the frontlines of the climate crisis are those most affected by the changing climate, and communities on the frontlines of extraction are those directly impacted by an extractive project.

The Global North: refers to countries which are economically advantaged, of which many (though not all) lie in the Northern Hemisphere.

The Global South: refers to countries which are economically disadvantaged, of which many (though not all) lie in the Southern Hemisphere. It is also used to encompass all the people who are negatively affected by the increasing global connectedness of capitalism.

Greenwash: When corporations and governments try to present environmentally destructive activities as a solution to the climate crisis, or as environmentally friendly.

Green Economic Imperialism: When outside bodies - such as international corporations, nation states, or financial institutions - exert political control over a supposedly independent territory through their power over its economy, excusing this practice with environmental concerns.

Indigenous people: are the descendants of those who were there before others who now constitute the mainstream and dominant society. The term is used to describe a group which has had ultimate control of their lands taken by later arrivals.

Minerals: naturally occurring, solid, non-living materials. Any given mineral, e.g Quartz, has a single, unique chemical makeup, and all minerals have an ordered structure which means they grow as crystals.

Owning Class: those who have enough income from the things that they own (their assets) that they do not need to work to survive.

Rare Earth Elements: 17 metals with similar properties that are used in consumer electronics, catalytic converters, military equipment and more.

Recruitment pipeline: When University Careers Services actively send graduates into careers in oil, gas, and mining companies by collaborating with the industry on recruitment events and promoting jobs in the industry to students.

Settler Colonialism: is a type of colonialism where settlers take control of the land and resources, and then create separate societies from the indigenous population.

Social Licence: The collective consent that we, the people, provide to extractive companies to carry out their environmentally destructive operations. When we expose the truth about these companies and change public opinion, we help to withdraw this social licence.

Transition minerals: are the minerals which are required for renewable energy technologies. For example, lithium is required for the batteries in electric cars. Some of the other major transition minerals are nickel, cobalt, and the rare earth elements.

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Fossil Free Careers is a student-led campaign to dismantle the recruitment pipeline from UK universities into the industries most responsible for the climate and ecological crisis: oil, gas and mining companies.



This guide gives you all the knowledge you need to get involved and fight for climate justice - join the movement!

For the latest on student campaigning for social and environmental justice, as well as ideas and inspiration:
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